**Yan Yi Lance Du**

**Department of Psychology |** **University of Illinois Urbana-Champaign**

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**EDUCATION**

**UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN, CHAMPAIGN, ILLINOIS, USA**

Ph.D. Student, Industrial/Organizational Psychology 2021–2026 (expected)

*Minor in Quantitative Psychology*

Advisor: Emeritus Prof. Fritz Drasgow

M.S. in Industrial and Organizational Psychology 2023

**SINGAPORE UNIVERSITY OF SOCIAL SCIENCES** 2019

BSc (Hons) Psychology, First-Class Honours

**RESEARCH INTERESTS**

Diversity, Equity, and Inclusion

Individual Differences

Gender and Cultural Differences

Artificial Intelligence/Machine Learning

Employee Well-being

**PEER REVIEWED PUBLICATIONS**

**Du, Y. Y. L.**,Jain, D., Guntuku, S. C., Hou, X., Ungar, L. H., & Tay, L. (2023). “That’s interesting!”: Using Facebook language to predict vocational interests. *Academy of Management Proceedings*.

\*\*Best Paper Award - Academy of Management Research Methods Division

**Du, Y. Y. L.**, & Templer, K. J. (2022). The happy subclinical psychopath: The protective role of boldness in successful psychopathy. *Journal of Happiness Studies*, *23*, 1143–1168.

**MANUSCRIPTS UNDER REVIEW**

**Du, Y. Y. L.**,Jain, D., Guntuku, S. C., Hou, X., Ungar, L. H., & Tay, L. Using Social Media Language to Predict Vocational Interests. Invited for Revise and Resubmit. *Journal of Business and Psychology*

**Du, Y. Y. L.**, Wee, S., & Rounds, J. Gender differences in Vocational Interests Across 57 Cultures. *Social Psychological and Personality Science*

**MANUSCRIPTS IN PREPARATION**

**Du, Y. Y. L.** & Gelfand, M. J., Drasgow, F. Sexual Orientation and Vocational Interests: The Moderating Role of Cultural Tightness. Target journal: *Journal of Counseling Psychology*

**ACADEMIC CONFERENCE PRESENTATIONS**

**Du, Y. Y. L.** & Gelfand, M. J., Drasgow, F. (2024). Sexual Orientation and Career Interests: The Moderating Role of LGB Acceptance & Cultural Tightness. *Paper to be presented at the 84th Annual Meeting of the Academy of Management*, Chicago, IL, United States.

**Du, Y. Y. L**. (2024). “Re-entry Shock”: Perceptions of Workplace Re-entry Injustice and Turnover Intentions. [Poster]. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.

**Du, Y. Y. L.,** Drasgow, F., & Rounds, J (2024). Gender Differences in the Network Structure of Basic Interests. [Poster]. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.

Foster, J. F., Bovenschen, M., Delgado, K., **Du, Y. Y. L.**, Harms, P., Mayfield, D., Stone, T, Butera, H. (2024). New innovations and advancements in personality assessment (Round 3) [Ignite]. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.

**Du, Y. Y. L**. (2024). Perceived Workplace Re-entry Injustice and Post-Pandemic Turnover Intentions in U.S. Federal Employees. Paper presented at the *Digitalization of Life and Work Conference*, Purdue University, IN, United States.

**Du, Y. Y. L.**,Jain, D., Guntuku, S. C., Hou, X., Ungar, L. H., & Tay, L. (2023). That’s interesting!”: The language of vocational interests on social media. *Paper presented at the 83rd Annual Meeting of the Academy of Management*, Boston, MA, United States.

**Du, Y. Y. L.** & Rounds, J. (2023). Visualizing Interests-Personality Relationships With Network Analysis [Poster]. *Society for Industrial and Organizational Psychology Annual Conference*, Boston, MA, United States.

Foster, J. F., Connelly, B. S., Delgado, K., **Du, Y. Y. L.**, Guiterrez, S., Harms, P., Mayfield, D., Stone, T., Lewis, J., Rounds, J., Pringle, V., Dunlop, P.., & Carlson, E. (2023). New innovations and advancements in personality assessment (Round 2) [Ignite]. *Society for Industrial and Organizational Psychology Annual Conference*, Boston, MA, United States.

**Du, Y. Y. L.** & Templer, K. J. (2022). Relations of HEXACO personality traits and goal orientation to job performance. [Poster]. *Society for Industrial and Organizational Psychology Annual Conference*, Seattle, WA, United States.

Foster, J. F., Connelly, B. S., Delgado, K., Chu, C., Priest, L. I., **Du, Y. Y. L.**, Lahti, K., Ong, X., Stone, T. H., Wiedenroth, A., McAbee, S. T., Fang, R., Greco, A., Hoff, K., Kidder, Q., Moore, C., Peters, J., & Templer, K. J. (2022). New innovations and advancements in personality assessment [Ignite]. *Society for Industrial and Organizational Psychology Annual Conference*, Seattle, WA, United States.

**Du, Y. Y. L.**, Templer, K. J., & Schweiger, M. (2021 July). Employee Psychopathy: Effects on Job Performance and Well-being. Presented at *32nd International Congress of Psychology* (2021, July). (Virtual), Prague, Czech Republic.

**Du, Y. Y. L.**, & Templer, K. J. (2020 August). Psychopathy facets and their effects on job satisfaction and well-being: Boldness as a moderator. Presented at *80th* *Academy of Management Meeting (Virtual)*,Vancouver, B. C., Canada.

**SELECTED PROFESSIONAL AND SERVICE ACTIVITIES**

Session Moderator (Invited) – “Using Social Media and Text Data in Management Research”, Academy of Management Annual Meeting, Boston, MA, 2023.

**Conference Reviewer**

SIOP 2024 –

AOM OB Division 2024 –

**TEACHING EXPERIENCE**

Certificate in Master Course for Online Teaching, CITL, UIUC

**Graduate Teaching Assistant,** PSYC245 Introduction to I/O psychology *(> 100 students)* Fall 2021 – Spring 2023

**Lead Writing Mentor,** Department of Psychology, Writing CenterSummer 2023 –

**HONORS & AWARDS**

* Academy of Management Best Paper Award – Research Methods Division (2023)
* Psychology Department Summer Fellowship Award
* William and Katherine Estes Travel Award Nominee (2022)
* Taylor and Francis Gold Award (2018)
* Cengage Learning Asia Book Prize for Outstanding Academic Performance (2018)
* Dean’s List, School of Humanities and Behavioral Sciences (2016, 2017, 2018)
* Singapore University of Social Sciences Scholarship (2015)

**APPLIED/ WORK EXPERIENCE**

**Department of Psychology, University of Illinois**  United States

* Graduate Teaching Assistant Fall 2021 – Current
* Psychology department Pre-doctoral Fellow
* Lead Author for various research publications and conference papers

**Ministry of Home Affairs, Home Team Center for Leadership** Singapore Senior Executive - Leadership Measurement and Analysis April 2020 – July 2021

* Program manager for director-level civil servant leadership development programs, in partnership with INSEAD
* Project manager for procurement of INSEAD Business school executive development programs
* Conducted post-program impact studies using survey and focus group methods to assess leadership effectiveness

**Singapore University of Social Sciences** Singapore

Research Associate March 2019 – March 2020

* Developed academic modules mapped to job competencies in the Singapore SkillsFuture Framework
* Analyzed assessment data for candidates for Recognition of Prior Learning (RPL)
* Organized workshops to train RPL assessors for Singapore University of Social Sciences

**PROFESSIONAL AFFLIATIONS**

**Academy of Management**, *Student Member*

**Association of Psychological Sciences**, *Graduate Student Affiliate*

**Society for Industrial and Organizational Psychology**, *Graduate Student Affiliate*

**American Association for the Advancement of Science**, *Student Member*

**LANGUAGE PROFICIENCY**

English – Fluent

Chinese/Mandarin – Fluent